

RUSSELL ADVOCATEN<sup>®</sup>

Masters of Law







## Why choose Russell Advocaten?



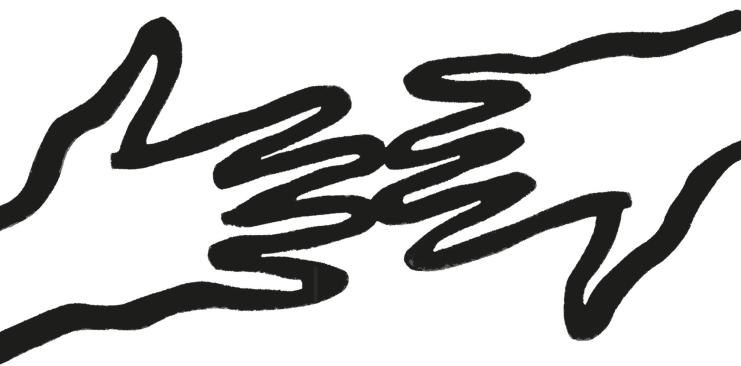
Russell Advocaten resolves problems for entrepreneurs.

Have you got questions about the corporate structure of your business, personnel, real estate, or contracts?

You can contact us about all your legal issues and procedures. Through our membership in the Primerus network, we can assist you worldwide. As outside corporate counsel we maintain long-term relationships with our clients, but we will gladly assist you with one-off complex advice, disputes, or provide a second opinion.

Russell Advocaten has been an internationally recognized law firm for many years. Below you can find a summary of awards and recognitions we have received during the last years.







## Trusted Advisors



Russell Advocaten is a trusted advisor to entrepreneurs, shareholders, directors and supervisors. We assist our clients in finding practical, directly applicable solutions, always putting their interests first. Personal attention for our clients is very important to us.

We adhere to the principle that prevention is better than cure. By providing individual coaching and sharing knowledge (workshops, seminars and publications) we point out legal possibilities and risks to our clients at an early stage.

If a conflict arises, we initially try to avoid legal proceedings and to reach an agreement with both parties. However, if it is necessary to initiate legal proceedings we will assist you from start to finish, if required, even to the Supreme Court.

Our partners will gladly tell you more.



Reinier W.L.  
Russell,  
Managing  
Partner



Paul W.L.  
Russell,  
Senior  
Partner



Jan Dop,  
Partner





## Clients



We mainly assist: Dutch companies, Dutch branches of foreign companies, entrepreneurs, Dutch and foreign authorities and affluent individuals.

Russell Advocaten provides legal advice to:

- Director-major shareholder
- Management
- Board of directors / Supervisory board
- HR management
- Works council

We have extensive experience in advising both, the international headquarters of companies and the (branch) management in the Netherlands. Many of our clients have been involving us on a regular basis for years.

Key sectors are:

- Retail
- Fashion & Luxury
- IT & ICT
- Real estate
- Family businesses

Niche practice areas are:

- Art & Law
- Embassies and Consulates







## Focus



Clients turn to Russell Advocaten for legal assistance on:

- Corporate / commercial
- Personnel and dismissal
- Real estate
- Contracts
- Litigation

## Services



Our services include:

- |                            |               |
|----------------------------|---------------|
| • Advice                   | • Litigation  |
| • Second opinion           | • Arbitration |
| • Boardroom<br>counselling | • Mediation   |
| • Global team              |               |



## Corporate / commercial



Russell Advocaten provides assistance for all legal aspects of your day-to-day business operations. Be it on the corporate structure of your business, disputes with shareholders, or directors' or supervisory directors' liability. Our specialized lawyers will gladly assist you to prevent problems with their out-of-box thinking for directors and supervisory directors. Our strategy is to avoid legal proceedings, unless there is no other solution.

You can contact us for advice on any of the following:

- Incorporation and corporate structure change of BV/NV or partnership
- Directors' and officers' liability
- Boardroom counseling
- Structure (in accordance with articles of association)
- Shareholders' agreements
- Restructuring
- Board of directors
- Supervisory board
- Advisory board
- Director-major shareholder
- Corporate governance
- Enterprise Court (inquiry proceedings, dispute settlements)
- Merger and takeover, demerger
- Risk management / privacy



## Personnel and dismissal



Russell Advocaten offers advice on all facets of being an employer, including relevant Dutch and European employment law and international law. Our law firm can assist you during negotiations and legal proceedings. We can also support you when it comes to human resource management and reorganization.

We will gladly answer your questions on:

- Employment contracts
- Application process and appointment
- Dismissal (with immediate effect)
- Termination (WWZ)
- Non-competition- and non-solicitation clause
- Social media clause
- Director (under the articles of association)
- Terms & conditions (harmonisation)
- Collective agreement
- Reorganization, redundancy plan
- Transfer of undertaking
- Participation and works council
- Flexible employment relations, secondment, agency work employment contract, payrolling
- Self-employed individuals (client-contractor relationship)
- Monitoring employee sickness (Arbo, UWV)
- Working conditions (Arbo)
- Employers' liability
- Pension plan
- Work permits



## Real estate



Russell Advocaten provides optimum service on legal issues and disputes concerning maintenance and development of real estate as well as the purchasing, leasing and letting of business premises, offices and residential property. We also specialize in all administrative law aspects of real estate, such as land use procedures and (integrated) environmental permits.

We will gladly assist you with:

- Sales contract, lease and operating agreement
- Lease agreement commercial property
- Lease (adjustment) and surety
- Defects, maintenance & renovation
- Letting
- Delivery and eviction
- Spatial planning
- Integrated Environmental Permit
- Zoning plan, exemption procedure, town and country planning
- Loss resulting from government planning decisions
- Expropriation
- Hotels (permits, policy)
- Shop-in-shop
- Concession agreement
- Preferential right
- Construction law



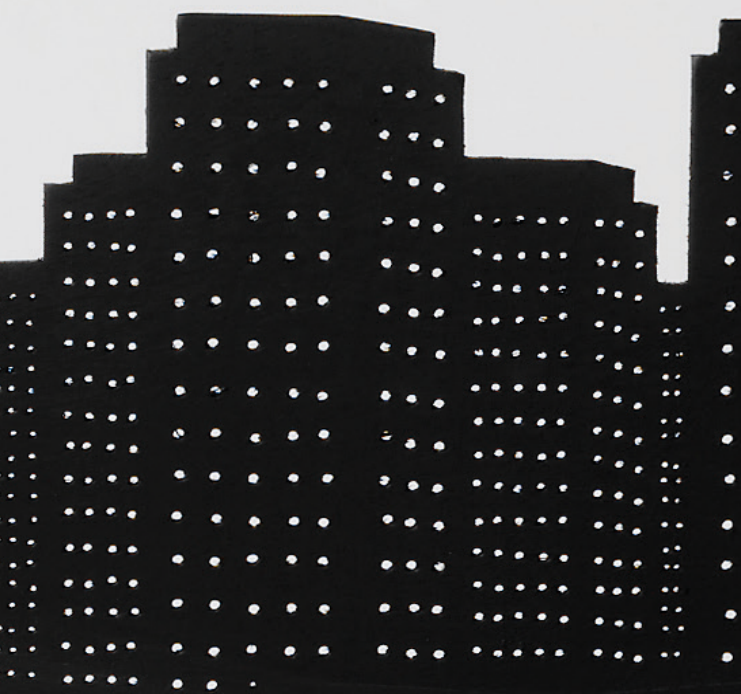
## Contracts / Litigation



Russell Advocaten specializes in drawing up a broad range of contracts and agreements as well as in handling issues and litigation arising from the conclusion and non-performance of contracts and agreements.

We provide advice on:

- Sales purchase agreements
- Cooperation agreements
- Franchise, distribution, agency
- General Terms & Conditions (black and grey list)
- Pre-contractual liability (obligations in the negotiation process, Letter of Intent)
- Interpretation of contracts
- Non-conformity
- Non-performance, liability and damages
- Sales purchase agreement
- International contracts
- Consumer contracts
- Distance selling, online shop
- IT, software- and licence agreements
- Trade names
- Trademarks
- Copyright
- Trademark protection





## Network



If necessary, Russell Advocaten can immediately enter into cooperation with notaries, tax experts, accountants, bailiffs, international lawyers and (external) advisors or specialists - or you can bring your own team in. Either way, we provide you and your company with a comprehensive package of legal services.

## Primerus

Russell Advocaten is the exclusive Primerus partner in the Netherlands. Primerus is a well-established worldwide network consisting of 160 top-rated, independent law firms with 3,000 lawyers in 41 countries. Primerus affiliated firms can be found in:

Argentina	Ireland
Australia	Italy
Belgium	Kenya
Belize	Malaysia
Brazil	Mexico
British Virgin Islands	Netherlands
Canada	Nigeria
Cayman Islands	Panama
Chile	Perú
China	Puerto Rico
Colombia	Russia
Costa Rica	Singapore
Cuba	Spain
Cyprus	Sweden
Dominican Republic	Switzerland
France	Taiwan, R.O.C.
Germany	Turkey
Greece	Ukraine
Honduras	United Kingdom
Hong Kong	United States of America
Hungary	



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